

SALARY TABLE 2023-GL (LEO)
SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
3	\$ 30,918	\$ 31,777	\$ 32,636	\$ 33,495	\$ 34,354	\$ 35,213	\$ 36,072	\$ 36,931	\$ 37,790	\$ 38,649	\$ 859
4	34,705	35,669	36,633	37,597	38,561	39,525	40,489	41,453	42,417	43,381	964
5	39,910	40,989	42,068	43,147	44,226	45,305	46,384	47,463	48,542	49,621	1,079
6	42,080	43,282	44,484	45,686	46,888	48,090	49,292	50,494	51,696	52,898	1,202
7	45,426	46,762	48,098	49,434	50,770	52,106	53,442	54,778	56,114	57,450	1,336
8	47,349	48,829	50,309	51,789	53,269	54,749	56,229	57,709	59,189	60,669	1,480
9	50,662	52,296	53,930	55,564	57,198	58,832	60,466	62,100	63,734	65,368	1,634
10	55,790	57,590	59,390	61,190	62,990	64,790	66,590	68,390	70,190	71,990	1,800

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

SALARY TABLE 2023-GX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND NO LOCALITY PAYMENT
FOR AREAS OUTSIDE THE UNITED STATES
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,999	\$ 21,704	\$ 22,401	\$ 23,097	\$ 23,794	\$ 24,202	\$ 24,893	\$ 25,589	\$ 25,617	\$ 26,273
2	23,612	24,174	24,956	25,617	25,906	26,668	27,430	28,192	28,954	29,716
3	30,918	31,777	32,636	33,495	34,354	35,213	36,072	36,931	37,790	38,649
4	34,705	35,669	36,633	37,597	38,561	39,525	40,489	41,453	42,417	43,381
5	39,910	40,989	42,068	43,147	44,226	45,305	46,384	47,463	48,542	49,621
6	42,080	43,282	44,484	45,686	46,888	48,090	49,292	50,494	51,696	52,898
7	45,426	46,762	48,098	49,434	50,770	52,106	53,442	54,778	56,114	57,450
8	47,349	48,829	50,309	51,789	53,269	54,749	56,229	57,709	59,189	60,669
9	50,662	52,296	53,930	55,564	57,198	58,832	60,466	62,100	63,734	65,368
10	55,790	57,590	59,390	61,190	62,990	64,790	66,590	68,390	70,190	71,990
11	59,319	61,296	63,273	65,250	67,227	69,204	71,181	73,158	75,135	77,112
12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
13	84,546	87,364	90,182	93,000	95,818	98,636	101,454	104,272	107,090	109,908
14	99,908	103,238	106,568	109,898	113,228	116,558	119,888	123,218	126,548	129,878
15	117,518	121,435	125,352	129,269	133,186	137,103	141,020	144,937	148,854	152,771

NOTE: "Law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are entitled to special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual rates at other grades match the rates for other (non-LEO) employees.

SALARY TABLE 2023-AL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.45%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA
TOTAL INCREASE: 4.78%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,083	\$ 25,925	\$ 26,758	\$ 27,589	\$ 28,422	\$ 28,909	\$ 29,735	\$ 30,566	\$ 30,600	\$ 31,383
2	28,205	28,876	29,810	30,600	30,945	31,855	32,765	33,675	34,586	35,496
3	36,932	37,958	38,984	40,010	41,036	42,062	43,088	44,114	45,140	46,166
4	41,455	42,607	43,758	44,910	46,061	47,213	48,364	49,516	50,667	51,819
5	47,672	48,961	50,250	51,539	52,828	54,117	55,406	56,695	57,983	59,272
6	50,265	51,700	53,136	54,572	56,008	57,444	58,879	60,315	61,751	63,187
7	54,261	55,857	57,453	59,049	60,645	62,241	63,836	65,432	67,028	68,624
8	56,558	58,326	60,094	61,862	63,630	65,398	67,166	68,933	70,701	72,469
9	60,516	62,468	64,419	66,371	68,323	70,275	72,227	74,178	76,130	78,082
10	66,641	68,791	70,941	73,091	75,242	77,392	79,542	81,692	83,842	85,992
11	70,857	73,218	75,580	77,941	80,303	82,664	85,026	87,387	89,749	92,110
12	84,928	87,759	90,590	93,421	96,252	99,083	101,914	104,745	107,575	110,406
13	100,990	104,356	107,722	111,089	114,455	117,821	121,187	124,553	127,919	131,285
14	119,340	123,318	127,295	131,273	135,251	139,229	143,206	147,184	151,162	155,139
15	140,375	145,054	149,733	154,412	159,091	163,770	168,448	173,127	177,806	182,485

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-AQ (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.63%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
TOTAL INCREASE: 4.54%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,701	\$ 25,530	\$ 26,350	\$ 27,169	\$ 27,989	\$ 28,469	\$ 29,282	\$ 30,100	\$ 30,133	\$ 30,905
2	27,775	28,436	29,356	30,133	30,473	31,370	32,266	33,162	34,059	34,955
3	36,369	37,379	38,390	39,400	40,411	41,421	42,431	43,442	44,452	45,463
4	40,823	41,957	43,091	44,225	45,359	46,493	47,627	48,761	49,895	51,029
5	46,946	48,215	49,485	50,754	52,023	53,292	54,561	55,831	57,100	58,369
6	49,499	50,913	52,327	53,740	55,154	56,568	57,982	59,396	60,810	62,224
7	53,435	55,006	56,578	58,149	59,721	61,292	62,864	64,435	66,007	67,578
8	55,697	57,438	59,178	60,919	62,660	64,401	66,142	67,883	69,624	71,365
9	59,594	61,516	63,438	65,360	67,282	69,204	71,126	73,048	74,970	76,892
10	65,626	67,743	69,860	71,978	74,095	76,212	78,330	80,447	82,564	84,682
11	69,777	72,102	74,428	76,754	79,079	81,405	83,730	86,056	88,381	90,707
12	83,634	86,422	89,209	91,997	94,785	97,573	100,361	103,149	105,936	108,724
13	99,451	102,766	106,081	109,396	112,711	116,026	119,340	122,655	125,970	129,285
14	117,522	121,439	125,356	129,273	133,190	137,107	141,024	144,941	148,858	152,775
15	138,236	142,844	147,452	152,059	156,667	161,274	165,882	170,489	175,097	179,705

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-ATL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.02%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
TOTAL INCREASE: 4.43%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,833	\$ 26,700	\$ 27,558	\$ 28,414	\$ 29,271	\$ 29,773	\$ 30,623	\$ 31,480	\$ 31,514	\$ 32,321
2	29,047	29,739	30,701	31,514	31,870	32,807	33,744	34,682	35,619	36,557
3	38,035	39,092	40,149	41,206	42,262	43,319	44,376	45,433	46,489	47,546
4	42,694	43,880	45,066	46,252	47,438	48,624	49,810	50,995	52,181	53,367
5	49,097	50,425	51,752	53,079	54,407	55,734	57,062	58,389	59,716	61,044
6	51,767	53,246	54,724	56,203	57,682	59,160	60,639	62,118	63,596	65,075
7	55,883	57,527	59,170	60,814	62,457	64,101	65,744	67,388	69,031	70,675
8	58,249	60,069	61,890	63,711	65,532	67,352	69,173	70,994	72,814	74,635
9	62,324	64,335	66,345	68,355	70,365	72,375	74,385	76,395	78,406	80,416
10	68,633	70,847	73,062	75,276	77,490	79,705	81,919	84,133	86,348	88,562
11	72,974	75,406	77,838	80,271	82,703	85,135	87,567	89,999	92,431	94,863
12	87,466	90,382	93,297	96,213	99,128	102,044	104,959	107,875	110,791	113,706
13	104,008	107,475	110,942	114,409	117,875	121,342	124,809	128,275	131,742	135,209
14	122,907	127,003	131,100	135,197	139,293	143,390	147,486	151,583	155,679	159,776
15	144,571	149,389	154,208	159,027	163,845	168,664	173,483	178,301	183,120	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-AU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.40%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
TOTAL INCREASE: 4.63%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,073	\$ 25,915	\$ 26,747	\$ 27,578	\$ 28,410	\$ 28,897	\$ 29,722	\$ 30,553	\$ 30,587	\$ 31,370
2	28,193	28,864	29,797	30,587	30,932	31,842	32,751	33,661	34,571	35,481
3	36,916	37,942	38,967	39,993	41,019	42,044	43,070	44,096	45,121	46,147
4	41,438	42,589	43,740	44,891	46,042	47,193	48,344	49,495	50,646	51,797
5	47,653	48,941	50,229	51,518	52,806	54,094	55,382	56,671	57,959	59,247
6	50,244	51,679	53,114	54,549	55,984	57,419	58,855	60,290	61,725	63,160
7	54,239	55,834	57,429	59,024	60,619	62,215	63,810	65,405	67,000	68,595
8	56,535	58,302	60,069	61,836	63,603	65,370	67,137	68,905	70,672	72,439
9	60,490	62,441	64,392	66,343	68,294	70,245	72,196	74,147	76,098	78,049
10	66,613	68,762	70,912	73,061	75,210	77,359	79,508	81,658	83,807	85,956
11	70,827	73,187	75,548	77,909	80,269	82,630	84,990	87,351	89,711	92,072
12	84,892	87,722	90,552	93,382	96,211	99,041	101,871	104,701	107,530	110,360
13	100,948	104,313	107,677	111,042	114,407	117,771	121,136	124,501	127,865	131,230
14	119,290	123,266	127,242	131,218	135,194	139,170	143,146	147,122	151,098	155,074
15	140,316	144,993	149,670	154,347	159,024	163,701	168,378	173,055	177,732	182,409

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-BH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.41%
FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL
TOTAL INCREASE: 4.63%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,655	\$ 25,483	\$ 26,301	\$ 27,118	\$ 27,937	\$ 28,416	\$ 29,227	\$ 30,044	\$ 30,077	\$ 30,847
2	27,723	28,383	29,301	30,077	30,416	31,311	32,206	33,100	33,995	34,890
3	36,301	37,309	38,318	39,326	40,335	41,344	42,352	43,361	44,369	45,378
4	40,747	41,879	43,011	44,143	45,274	46,406	47,538	48,670	49,802	50,934
5	46,858	48,125	49,392	50,659	51,926	53,193	54,459	55,726	56,993	58,260
6	49,406	50,817	52,229	53,640	55,051	56,462	57,874	59,285	60,696	62,108
7	53,335	54,903	56,472	58,040	59,609	61,178	62,746	64,315	65,883	67,452
8	55,592	57,330	59,068	60,805	62,543	64,281	66,018	67,756	69,494	71,231
9	59,482	61,401	63,319	65,238	67,156	69,075	70,993	72,912	74,830	76,749
10	65,503	67,616	69,730	71,843	73,957	76,070	78,183	80,297	82,410	84,523
11	69,646	71,968	74,289	76,610	78,931	81,252	83,574	85,895	88,216	90,537
12	83,477	86,260	89,043	91,825	94,608	97,390	100,173	102,956	105,738	108,521
13	99,265	102,574	105,883	109,191	112,500	115,809	119,117	122,426	125,734	129,043
14	117,302	121,212	125,121	129,031	132,941	136,851	140,761	144,670	148,580	152,490
15	137,978	142,577	147,176	151,775	156,374	160,973	165,572	170,171	174,769	179,368

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-BOS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.05%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
TOTAL INCREASE: 4.87%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,519	\$ 28,443	\$ 29,357	\$ 30,269	\$ 31,182	\$ 31,717	\$ 32,622	\$ 33,534	\$ 33,571	\$ 34,431
2	30,944	31,680	32,705	33,571	33,950	34,948	35,947	36,946	37,944	38,943
3	40,518	41,644	42,769	43,895	45,021	46,147	47,272	48,398	49,524	50,650
4	45,481	46,744	48,008	49,271	50,534	51,798	53,061	54,324	55,587	56,851
5	52,302	53,716	55,130	56,544	57,958	59,372	60,786	62,200	63,614	65,028
6	55,146	56,721	58,296	59,872	61,447	63,022	64,597	66,172	67,748	69,323
7	59,531	61,282	63,032	64,783	66,534	68,285	70,036	71,787	73,537	75,288
8	62,051	63,990	65,930	67,869	69,809	71,749	73,688	75,628	77,567	79,507
9	66,393	68,534	70,675	72,817	74,958	77,099	79,241	81,382	83,523	85,665
10	73,113	75,472	77,831	80,189	82,548	84,907	87,266	89,625	91,984	94,343
11	77,738	80,328	82,919	85,510	88,101	90,692	93,283	95,874	98,464	101,055
12	93,175	96,281	99,387	102,493	105,599	108,705	111,811	114,916	118,022	121,128
13	110,798	114,491	118,184	121,877	125,569	129,262	132,955	136,648	140,341	144,034
14	130,929	135,293	139,657	144,021	148,385	152,749	157,113	161,477	165,841	170,205
15	154,007	159,141	164,274	169,407	174,540	179,673	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-BU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.35%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 4.59%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,482	\$ 26,338	\$ 27,184	\$ 28,028	\$ 28,874	\$ 29,369	\$ 30,208	\$ 31,052	\$ 31,086	\$ 31,882
2	28,653	29,335	30,284	31,086	31,437	32,362	33,286	34,211	35,136	36,060
3	37,519	38,561	39,604	40,646	41,689	42,731	43,773	44,816	45,858	46,901
4	42,115	43,284	44,454	45,624	46,794	47,964	49,133	50,303	51,473	52,643
5	48,431	49,740	51,050	52,359	53,668	54,978	56,287	57,596	58,906	60,215
6	51,064	52,523	53,981	55,440	56,899	58,357	59,816	61,274	62,733	64,192
7	55,124	56,746	58,367	59,988	61,609	63,231	64,852	66,473	68,094	69,716
8	57,458	59,254	61,050	62,846	64,642	66,438	68,234	70,030	71,826	73,622
9	61,478	63,461	65,444	67,427	69,410	71,393	73,375	75,358	77,341	79,324
10	67,701	69,885	72,070	74,254	76,438	78,623	80,807	82,991	85,176	87,360
11	71,984	74,383	76,782	79,181	81,580	83,979	86,378	88,777	91,176	93,575
12	86,279	89,155	92,031	94,907	97,783	100,659	103,535	106,411	109,287	112,163
13	102,597	106,016	109,436	112,856	116,275	119,695	123,114	126,534	129,954	133,373
14	121,238	125,279	129,320	133,361	137,402	141,443	145,484	149,525	153,566	157,607
15	142,608	147,361	152,115	156,868	161,621	166,374	171,128	175,881	180,634	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-BN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.31%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
TOTAL INCREASE: 4.71%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,844	\$ 25,678	\$ 26,503	\$ 27,326	\$ 28,151	\$ 28,633	\$ 29,451	\$ 30,274	\$ 30,307	\$ 31,084
2	27,935	28,600	29,525	30,307	30,649	31,551	32,452	33,354	34,255	35,157
3	36,579	37,595	38,612	39,628	40,644	41,661	42,677	43,693	44,709	45,726
4	41,059	42,200	43,341	44,481	45,622	46,762	47,903	49,043	50,184	51,324
5	47,218	48,494	49,771	51,047	52,324	53,600	54,877	56,153	57,430	58,707
6	49,785	51,207	52,629	54,051	55,473	56,895	58,317	59,739	61,162	62,584
7	53,744	55,324	56,905	58,485	60,066	61,647	63,227	64,808	66,388	67,969
8	56,019	57,770	59,521	61,272	63,023	64,774	66,525	68,276	70,027	71,777
9	59,938	61,871	63,805	65,738	67,671	69,604	71,537	73,471	75,404	77,337
10	66,005	68,135	70,264	72,394	74,523	76,653	78,783	80,912	83,042	85,171
11	70,180	72,519	74,858	77,197	79,536	81,875	84,214	86,553	88,892	91,231
12	84,117	86,921	89,725	92,529	95,333	98,137	100,941	103,745	106,549	109,353
13	100,026	103,360	106,694	110,028	113,362	116,696	120,030	123,364	126,698	130,032
14	118,201	122,141	126,081	130,020	133,960	137,900	141,839	145,779	149,719	153,659
15	139,036	143,670	148,304	152,938	157,572	162,207	166,841	171,475	176,109	180,743

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-CT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.63%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
TOTAL INCREASE: 4.60%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,911	\$ 25,747	\$ 26,574	\$ 27,400	\$ 28,227	\$ 28,711	\$ 29,531	\$ 30,356	\$ 30,389	\$ 31,168
2	28,011	28,678	29,605	30,389	30,732	31,636	32,540	33,444	34,348	35,252
3	36,678	37,697	38,716	39,735	40,754	41,773	42,792	43,811	44,830	45,849
4	41,171	42,314	43,458	44,601	45,745	46,889	48,032	49,176	50,319	51,463
5	47,345	48,625	49,905	51,185	52,465	53,745	55,025	56,305	57,585	58,865
6	49,920	51,345	52,771	54,197	55,623	57,049	58,475	59,901	61,327	62,753
7	53,889	55,474	57,059	58,644	60,228	61,813	63,398	64,983	66,568	68,153
8	56,170	57,926	59,682	61,437	63,193	64,949	66,704	68,460	70,216	71,972
9	60,100	62,039	63,977	65,916	67,854	69,792	71,731	73,669	75,608	77,546
10	66,184	68,319	70,454	72,590	74,725	76,860	78,996	81,131	83,266	85,402
11	70,370	72,715	75,061	77,406	79,751	82,097	84,442	86,787	89,133	91,478
12	84,345	87,156	89,968	92,779	95,591	98,402	101,214	104,025	106,837	109,649
13	100,297	103,640	106,983	110,326	113,669	117,012	120,355	123,698	127,041	130,384
14	118,521	122,471	126,422	130,372	134,322	138,273	142,223	146,174	150,124	154,074
15	139,412	144,058	148,705	153,352	157,999	162,645	167,292	171,939	176,586	181,232

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-CHI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.79%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
TOTAL INCREASE: 4.59%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,255	\$ 28,170	\$ 29,074	\$ 29,978	\$ 30,882	\$ 31,412	\$ 32,309	\$ 33,212	\$ 33,248	\$ 34,100
2	30,646	31,375	32,390	33,248	33,623	34,612	35,601	36,590	37,579	38,568
3	40,128	41,243	42,358	43,473	44,588	45,703	46,818	47,933	49,048	50,163
4	45,044	46,295	47,546	48,797	50,048	51,299	52,551	53,802	55,053	56,304
5	51,799	53,200	54,600	56,000	57,401	58,801	60,202	61,602	63,003	64,403
6	54,616	56,176	57,736	59,296	60,856	62,416	63,976	65,536	67,096	68,656
7	58,958	60,692	62,426	64,160	65,894	67,628	69,362	71,096	72,830	74,564
8	61,454	63,375	65,296	67,217	69,138	71,059	72,980	74,901	76,821	78,742
9	65,754	67,875	69,996	72,117	74,237	76,358	78,479	80,600	82,720	84,841
10	72,410	74,746	77,082	79,419	81,755	84,091	86,427	88,763	91,100	93,436
11	76,990	79,556	82,122	84,688	87,254	89,820	92,386	94,952	97,518	100,084
12	92,279	95,355	98,431	101,507	104,583	107,660	110,736	113,812	116,888	119,964
13	109,732	113,390	117,047	120,705	124,362	128,020	131,677	135,335	138,992	142,650
14	129,671	133,993	138,315	142,637	146,959	151,281	155,603	159,925	164,247	168,569
15	152,527	157,610	162,694	167,778	172,862	177,946	183,030	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-CIN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.35%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
TOTAL INCREASE: 4.45%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,482	\$ 26,338	\$ 27,184	\$ 28,028	\$ 28,874	\$ 29,369	\$ 30,208	\$ 31,052	\$ 31,086	\$ 31,882
2	28,653	29,335	30,284	31,086	31,437	32,362	33,286	34,211	35,136	36,060
3	37,519	38,561	39,604	40,646	41,689	42,731	43,773	44,816	45,858	46,901
4	42,115	43,284	44,454	45,624	46,794	47,964	49,133	50,303	51,473	52,643
5	48,431	49,740	51,050	52,359	53,668	54,978	56,287	57,596	58,906	60,215
6	51,064	52,523	53,981	55,440	56,899	58,357	59,816	61,274	62,733	64,192
7	55,124	56,746	58,367	59,988	61,609	63,231	64,852	66,473	68,094	69,716
8	57,458	59,254	61,050	62,846	64,642	66,438	68,234	70,030	71,826	73,622
9	61,478	63,461	65,444	67,427	69,410	71,393	73,375	75,358	77,341	79,324
10	67,701	69,885	72,070	74,254	76,438	78,623	80,807	82,991	85,176	87,360
11	71,984	74,383	76,782	79,181	81,580	83,979	86,378	88,777	91,176	93,575
12	86,279	89,155	92,031	94,907	97,783	100,659	103,535	106,411	109,287	112,163
13	102,597	106,016	109,436	112,856	116,275	119,695	123,114	126,534	129,954	133,373
14	121,238	125,279	129,320	133,361	137,402	141,443	145,484	149,525	153,566	157,607
15	142,608	147,361	152,115	156,868	161,621	166,374	171,128	175,881	180,634	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-CLE (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.69%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 4.48%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,554	\$ 26,412	\$ 27,260	\$ 28,107	\$ 28,955	\$ 29,451	\$ 30,292	\$ 31,139	\$ 31,173	\$ 31,972
2	28,733	29,417	30,369	31,173	31,525	32,452	33,380	34,307	35,234	36,161
3	37,624	38,669	39,715	40,760	41,805	42,851	43,896	44,941	45,987	47,032
4	42,233	43,406	44,579	45,752	46,925	48,098	49,271	50,444	51,617	52,790
5	48,566	49,880	51,193	52,506	53,819	55,132	56,445	57,758	59,071	60,384
6	51,207	52,670	54,133	55,595	57,058	58,521	59,983	61,446	62,909	64,372
7	55,279	56,905	58,530	60,156	61,782	63,408	65,034	66,659	68,285	69,911
8	57,619	59,420	61,221	63,022	64,823	66,624	68,425	70,226	72,027	73,828
9	61,651	63,639	65,627	67,616	69,604	71,593	73,581	75,569	77,558	79,546
10	67,891	70,081	72,272	74,462	76,653	78,843	81,033	83,224	85,414	87,605
11	72,185	74,591	76,997	79,403	81,809	84,214	86,620	89,026	91,432	93,838
12	86,520	89,404	92,288	95,173	98,057	100,941	103,825	106,709	109,593	112,477
13	102,884	106,313	109,742	113,172	116,601	120,030	123,459	126,889	130,318	133,747
14	121,578	125,630	129,683	133,735	137,787	141,839	145,892	149,944	153,996	158,049
15	143,008	147,774	152,541	157,307	162,074	166,841	171,607	176,374	181,140	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-CS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.11%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
TOTAL INCREASE: 4.71%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,012	\$ 25,852	\$ 26,682	\$ 27,511	\$ 28,341	\$ 28,827	\$ 29,650	\$ 30,479	\$ 30,512	\$ 31,294
2	28,124	28,794	29,725	30,512	30,857	31,764	32,672	33,579	34,487	35,395
3	36,826	37,850	38,873	39,896	40,919	41,942	42,965	43,989	45,012	46,035
4	41,337	42,485	43,634	44,782	45,930	47,078	48,226	49,375	50,523	51,671
5	47,537	48,822	50,107	51,392	52,678	53,963	55,248	56,533	57,818	59,104
6	50,121	51,553	52,985	54,417	55,848	57,280	58,712	60,143	61,575	63,007
7	54,107	55,698	57,290	58,881	60,472	62,063	63,655	65,246	66,837	68,429
8	56,397	58,160	59,923	61,686	63,449	65,212	66,974	68,737	70,500	72,263
9	60,344	62,290	64,236	66,182	68,129	70,075	72,021	73,967	75,914	77,860
10	66,451	68,595	70,739	72,883	75,027	77,171	79,315	81,459	83,603	85,747
11	70,655	73,010	75,364	77,719	80,074	82,429	84,784	87,138	89,493	91,848
12	84,686	87,509	90,332	93,155	95,978	98,801	101,623	104,446	107,269	110,092
13	100,703	104,059	107,416	110,772	114,129	117,485	120,842	124,198	127,555	130,911
14	119,000	122,967	126,933	130,900	134,866	138,832	142,799	146,765	150,731	154,698
15	139,976	144,641	149,307	153,972	158,638	163,303	167,969	172,634	177,300	181,966

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-COL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.27%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 4.60%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,465	\$ 26,320	\$ 27,166	\$ 28,010	\$ 28,855	\$ 29,350	\$ 30,188	\$ 31,032	\$ 31,066	\$ 31,861
2	28,634	29,316	30,264	31,066	31,416	32,340	33,264	34,188	35,113	36,037
3	37,494	38,536	39,578	40,619	41,661	42,703	43,745	44,786	45,828	46,870
4	42,087	43,256	44,425	45,594	46,763	47,932	49,101	50,270	51,439	52,608
5	48,399	49,707	51,016	52,324	53,633	54,941	56,250	57,558	58,867	60,175
6	51,030	52,488	53,946	55,403	56,861	58,319	59,776	61,234	62,692	64,149
7	55,088	56,708	58,328	59,949	61,569	63,189	64,809	66,429	68,049	69,670
8	57,420	59,215	61,010	62,805	64,599	66,394	68,189	69,984	71,779	73,573
9	61,438	63,419	65,401	67,382	69,364	71,346	73,327	75,309	77,290	79,272
10	67,657	69,839	72,022	74,205	76,388	78,571	80,754	82,937	85,119	87,302
11	71,936	74,334	76,731	79,129	81,526	83,924	86,321	88,719	91,116	93,514
12	86,222	89,096	91,970	94,844	97,718	100,592	103,466	106,340	109,215	112,089
13	102,529	105,946	109,364	112,781	116,198	119,616	123,033	126,451	129,868	133,285
14	121,158	125,197	129,235	133,273	137,312	141,350	145,388	149,426	153,465	157,503
15	142,514	147,264	152,014	156,765	161,515	166,265	171,015	175,765	180,515	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-CC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.10%
FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX
TOTAL INCREASE: 4.35%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,590	\$ 25,415	\$ 26,232	\$ 27,047	\$ 27,863	\$ 28,341	\$ 29,150	\$ 29,965	\$ 29,998	\$ 30,766
2	27,650	28,308	29,223	29,998	30,336	31,228	32,121	33,013	33,905	34,797
3	36,205	37,211	38,217	39,223	40,229	41,234	42,240	43,246	44,252	45,258
4	40,640	41,768	42,897	44,026	45,155	46,284	47,413	48,541	49,670	50,799
5	46,735	47,998	49,262	50,525	51,789	53,052	54,316	55,579	56,843	58,106
6	49,276	50,683	52,091	53,498	54,906	56,313	57,721	59,128	60,536	61,944
7	53,194	54,758	56,323	57,887	59,452	61,016	62,581	64,145	65,709	67,274
8	55,446	57,179	58,912	60,645	62,378	64,111	65,844	67,577	69,310	71,043
9	59,325	61,239	63,152	65,065	66,979	68,892	70,806	72,719	74,633	76,546
10	65,330	67,438	69,546	71,653	73,761	75,869	77,977	80,085	82,192	84,300
11	69,463	71,778	74,093	76,408	78,723	81,038	83,353	85,668	87,983	90,298
12	83,257	86,032	88,807	91,583	94,358	97,133	99,909	102,684	105,459	108,234
13	99,003	102,303	105,603	108,903	112,203	115,503	118,803	122,103	125,402	128,702
14	116,992	120,892	124,791	128,691	132,590	136,489	140,389	144,288	148,188	152,087
15	137,614	142,200	146,787	151,374	155,961	160,548	165,134	169,721	174,308	178,895

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DFW (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
TOTAL INCREASE: 4.67%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,536	\$ 27,427	\$ 28,308	\$ 29,188	\$ 30,068	\$ 30,584	\$ 31,457	\$ 32,337	\$ 32,372	\$ 33,201
2	29,838	30,549	31,537	32,372	32,737	33,700	34,663	35,626	36,589	37,552
3	39,071	40,157	41,242	42,328	43,413	44,499	45,584	46,670	47,755	48,841
4	43,857	45,075	46,293	47,511	48,730	49,948	51,166	52,384	53,602	54,821
5	50,434	51,798	53,161	54,525	55,888	57,252	58,615	59,979	61,343	62,706
6	53,176	54,695	56,214	57,733	59,252	60,771	62,290	63,809	65,328	66,847
7	57,405	59,093	60,781	62,470	64,158	65,846	67,535	69,223	70,911	72,600
8	59,835	61,705	63,575	65,446	67,316	69,186	71,057	72,927	74,797	76,667
9	64,022	66,086	68,151	70,216	72,281	74,346	76,411	78,476	80,541	82,606
10	70,502	72,776	75,051	77,326	79,600	81,875	84,150	86,424	88,699	90,974
11	74,961	77,460	79,958	82,456	84,955	87,453	89,951	92,450	94,948	97,446
12	89,848	92,843	95,838	98,833	101,828	104,823	107,818	110,813	113,808	116,803
13	106,841	110,402	113,963	117,524	121,085	124,646	128,207	131,769	135,330	138,891
14	126,254	130,462	134,670	138,878	143,086	147,294	151,502	155,711	159,919	164,127
15	148,507	153,457	158,407	163,357	168,307	173,257	178,207	183,157	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DV (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.21%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
TOTAL INCREASE: 4.66%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,823	\$ 25,656	\$ 26,480	\$ 27,303	\$ 28,127	\$ 28,609	\$ 29,426	\$ 30,249	\$ 30,282	\$ 31,057
2	27,912	28,576	29,500	30,282	30,623	31,524	32,425	33,326	34,227	35,127
3	36,548	37,564	38,579	39,594	40,610	41,625	42,641	43,656	44,672	45,687
4	41,025	42,164	43,304	44,443	45,583	46,723	47,862	49,002	50,141	51,281
5	47,178	48,453	49,729	51,004	52,280	53,555	54,831	56,106	57,381	58,657
6	49,743	51,164	52,585	54,005	55,426	56,847	58,268	59,689	61,110	62,531
7	53,698	55,277	56,857	58,436	60,015	61,595	63,174	64,753	66,332	67,912
8	55,971	57,721	59,470	61,220	62,969	64,719	66,468	68,218	69,967	71,717
9	59,888	61,819	63,751	65,682	67,614	69,545	71,477	73,408	75,340	77,272
10	65,949	68,077	70,205	72,333	74,460	76,588	78,716	80,844	82,972	85,099
11	70,121	72,458	74,795	77,132	79,469	81,806	84,143	86,480	88,817	91,154
12	84,046	86,848	89,649	92,451	95,252	98,054	100,856	103,657	106,459	109,260
13	99,942	103,273	106,604	109,935	113,266	116,598	119,929	123,260	126,591	129,922
14	118,101	122,038	125,974	129,910	133,847	137,783	141,720	145,656	149,592	153,529
15	138,918	143,548	148,179	152,809	157,439	162,069	166,700	171,330	175,960	180,591

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DAY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.59%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
TOTAL INCREASE: 4.67%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,323	\$ 26,173	\$ 27,013	\$ 27,853	\$ 28,693	\$ 29,185	\$ 30,018	\$ 30,858	\$ 30,892	\$ 31,683
2	28,474	29,151	30,094	30,892	31,240	32,159	33,078	33,997	34,916	35,835
3	37,284	38,320	39,356	40,392	41,427	42,463	43,499	44,535	45,571	46,607
4	41,851	43,013	44,176	45,338	46,501	47,663	48,826	49,988	51,151	52,313
5	48,127	49,429	50,730	52,031	53,332	54,633	55,934	57,236	58,537	59,838
6	50,744	52,194	53,643	55,093	56,542	57,992	59,441	60,891	62,340	63,790
7	54,779	56,390	58,001	59,612	61,224	62,835	64,446	66,057	67,668	69,279
8	57,098	58,883	60,668	62,452	64,237	66,022	67,807	69,591	71,376	73,161
9	61,093	63,064	65,034	67,005	68,975	70,946	72,916	74,886	76,857	78,827
10	67,277	69,448	71,618	73,789	75,960	78,130	80,301	82,472	84,642	86,813
11	71,533	73,917	76,301	78,685	81,069	83,453	85,837	88,221	90,605	92,989
12	85,738	88,596	91,454	94,312	97,170	100,028	102,886	105,744	108,602	111,460
13	101,954	105,352	108,750	112,149	115,547	118,945	122,343	125,742	129,140	132,538
14	120,479	124,495	128,510	132,526	136,542	140,557	144,573	148,589	152,604	156,620
15	141,715	146,438	151,162	155,885	160,609	165,333	170,056	174,780	179,503	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.05%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 4.87%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,099	\$ 28,009	\$ 28,908	\$ 29,807	\$ 30,706	\$ 31,233	\$ 32,124	\$ 33,023	\$ 33,059	\$ 33,905
2	30,471	31,197	32,206	33,059	33,432	34,415	35,398	36,382	37,365	38,348
3	39,900	41,008	42,117	43,225	44,334	45,442	46,551	47,659	48,768	49,877
4	44,787	46,031	47,275	48,519	49,763	51,007	52,251	53,495	54,739	55,983
5	51,504	52,896	54,289	55,681	57,074	58,466	59,859	61,251	62,643	64,036
6	54,304	55,855	57,407	58,958	60,509	62,060	63,611	65,163	66,714	68,265
7	58,622	60,346	62,070	63,795	65,519	67,243	68,967	70,691	72,415	74,139
8	61,104	63,014	64,924	66,834	68,744	70,654	72,564	74,473	76,383	78,293
9	65,379	67,488	69,597	71,705	73,814	75,923	78,031	80,140	82,249	84,357
10	71,997	74,320	76,643	78,966	81,289	83,611	85,934	88,257	90,580	92,903
11	76,551	79,102	81,654	84,205	86,756	89,308	91,859	94,410	96,962	99,513
12	91,753	94,812	97,870	100,929	103,987	107,046	110,104	113,163	116,221	119,280
13	109,107	112,743	116,380	120,017	123,653	127,290	130,926	134,563	138,200	141,836
14	128,931	133,229	137,526	141,823	146,121	150,418	154,715	159,013	163,310	167,608
15	151,657	156,712	161,767	166,822	171,877	176,931	181,986	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DM (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.13%
FOR THE LOCALITY PAY AREA OF DES MOINES-AMES-WEST DES MOINES, IA
TOTAL INCREASE: 4.64%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,596	\$ 25,422	\$ 26,238	\$ 27,054	\$ 27,870	\$ 28,348	\$ 29,157	\$ 29,972	\$ 30,005	\$ 30,774
2	27,657	28,315	29,231	30,005	30,344	31,236	32,129	33,021	33,914	34,806
3	36,214	37,220	38,227	39,233	40,239	41,245	42,251	43,257	44,263	45,270
4	40,650	41,779	42,908	44,037	45,166	46,296	47,425	48,554	49,683	50,812
5	46,747	48,010	49,274	50,538	51,802	53,066	54,330	55,593	56,857	58,121
6	49,288	50,696	52,104	53,512	54,920	56,328	57,736	59,144	60,552	61,959
7	53,207	54,772	56,337	57,902	59,467	61,032	62,597	64,161	65,726	67,291
8	55,460	57,193	58,927	60,660	62,394	64,128	65,861	67,595	69,328	71,062
9	59,340	61,254	63,168	65,082	66,996	68,910	70,824	72,738	74,652	76,566
10	65,347	67,455	69,564	71,672	73,780	75,889	77,997	80,105	82,214	84,322
11	69,480	71,796	74,112	76,427	78,743	81,059	83,374	85,690	88,006	90,321
12	83,278	86,054	88,830	91,606	94,382	97,158	99,934	102,710	105,486	108,262
13	99,029	102,329	105,630	108,931	112,232	115,532	118,833	122,134	125,435	128,735
14	117,022	120,923	124,823	128,724	132,624	136,524	140,425	144,325	148,226	152,126
15	137,649	142,237	146,825	151,413	156,001	160,589	165,177	169,765	174,353	178,941

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DET (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.37%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
TOTAL INCREASE: 4.52%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,956	\$ 27,861	\$ 28,756	\$ 29,650	\$ 30,544	\$ 31,068	\$ 31,955	\$ 32,849	\$ 32,885	\$ 33,727
2	30,311	31,032	32,036	32,885	33,256	34,234	35,212	36,190	37,168	38,146
3	39,689	40,792	41,895	42,998	44,100	45,203	46,306	47,408	48,511	49,614
4	44,551	45,788	47,026	48,263	49,501	50,738	51,976	53,213	54,451	55,688
5	51,232	52,618	54,003	55,388	56,773	58,158	59,543	60,928	62,313	63,698
6	54,018	55,561	57,104	58,647	60,190	61,733	63,276	64,819	66,362	67,905
7	58,313	60,028	61,743	63,458	65,173	66,888	68,603	70,319	72,034	73,749
8	60,782	62,682	64,582	66,482	68,381	70,281	72,181	74,081	75,981	77,881
9	65,035	67,132	69,230	71,328	73,425	75,523	77,620	79,718	81,815	83,913
10	71,618	73,928	76,239	78,550	80,860	83,171	85,482	87,792	90,103	92,414
11	76,148	78,686	81,224	83,761	86,299	88,837	91,375	93,913	96,451	98,989
12	91,270	94,312	97,355	100,397	103,439	106,482	109,524	112,566	115,609	118,651
13	108,532	112,149	115,767	119,384	123,002	126,619	130,236	133,854	137,471	141,089
14	128,252	132,527	136,801	141,076	145,351	149,626	153,900	158,175	162,450	166,724
15	150,858	155,886	160,914	165,943	170,971	175,999	181,027	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-HB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.59%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 4.71%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,903	\$ 25,739	\$ 26,565	\$ 27,391	\$ 28,217	\$ 28,701	\$ 29,521	\$ 30,346	\$ 30,379	\$ 31,157
2	28,001	28,668	29,595	30,379	30,722	31,626	32,529	33,433	34,337	35,240
3	36,666	37,684	38,703	39,722	40,740	41,759	42,778	43,796	44,815	45,834
4	41,157	42,300	43,443	44,586	45,729	46,873	48,016	49,159	50,302	51,446
5	47,329	48,609	49,888	51,168	52,448	53,727	55,007	56,286	57,566	58,846
6	49,903	51,328	52,754	54,179	55,604	57,030	58,455	59,881	61,306	62,732
7	53,871	55,455	57,039	58,624	60,208	61,793	63,377	64,961	66,546	68,130
8	56,151	57,906	59,661	61,417	63,172	64,927	66,682	68,437	70,192	71,947
9	60,080	62,018	63,956	65,893	67,831	69,769	71,707	73,644	75,582	77,520
10	66,161	68,296	70,431	72,565	74,700	76,834	78,969	81,104	83,238	85,373
11	70,346	72,691	75,035	77,380	79,724	82,069	84,414	86,758	89,103	91,447
12	84,316	87,127	89,937	92,748	95,559	98,369	101,180	103,990	106,801	109,612
13	100,263	103,605	106,947	110,289	113,631	116,972	120,314	123,656	126,998	130,340
14	118,481	122,430	126,379	130,328	134,277	138,226	142,175	146,124	150,073	154,022
15	139,365	144,010	148,655	153,300	157,945	162,590	167,236	171,881	176,526	181,171

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-HAR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.91%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
TOTAL INCREASE: 4.67%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,490	\$ 28,413	\$ 29,325	\$ 30,236	\$ 31,149	\$ 31,683	\$ 32,587	\$ 33,499	\$ 33,535	\$ 34,394
2	30,910	31,646	32,670	33,535	33,914	34,911	35,909	36,906	37,904	38,901
3	40,475	41,599	42,724	43,848	44,973	46,097	47,222	48,346	49,471	50,595
4	45,432	46,694	47,956	49,218	50,480	51,742	53,004	54,266	55,528	56,790
5	52,246	53,659	55,071	56,484	57,896	59,309	60,721	62,134	63,546	64,959
6	55,087	56,660	58,234	59,808	61,381	62,955	64,528	66,102	67,675	69,249
7	59,467	61,216	62,965	64,714	66,463	68,212	69,961	71,710	73,459	75,208
8	61,985	63,922	65,860	67,797	69,734	71,672	73,609	75,547	77,484	79,422
9	66,322	68,461	70,600	72,739	74,878	77,017	79,156	81,295	83,434	85,573
10	73,035	75,391	77,747	80,104	82,460	84,817	87,173	89,529	91,886	94,242
11	77,655	80,243	82,831	85,419	88,007	90,595	93,183	95,771	98,359	100,947
12	93,076	96,178	99,281	102,383	105,486	108,589	111,691	114,794	117,896	120,999
13	110,679	114,368	118,057	121,746	125,435	129,124	132,813	136,502	140,192	143,881
14	130,790	135,149	139,508	143,867	148,227	152,586	156,945	161,305	165,664	170,023
15	153,843	158,971	164,098	169,226	174,354	179,482	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-HOU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 34.47%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 4.50%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 28,237	\$ 29,185	\$ 30,123	\$ 31,059	\$ 31,996	\$ 32,544	\$ 33,474	\$ 34,410	\$ 34,447	\$ 35,329
2	31,751	32,507	33,558	34,447	34,836	35,860	36,885	37,910	38,934	39,959
3	41,575	42,731	43,886	45,041	46,196	47,351	48,506	49,661	50,816	51,971
4	46,668	47,964	49,260	50,557	51,853	53,149	54,446	55,742	57,038	58,334
5	53,667	55,118	56,569	58,020	59,471	60,922	62,373	63,823	65,274	66,725
6	56,585	58,201	59,818	61,434	63,050	64,667	66,283	67,899	69,516	71,132
7	61,084	62,881	64,677	66,474	68,270	70,067	71,863	73,660	75,456	77,253
8	63,670	65,660	67,651	69,641	71,631	73,621	75,611	77,601	79,591	81,582
9	68,125	70,322	72,520	74,717	76,914	79,111	81,309	83,506	85,703	87,900
10	75,021	77,441	79,862	82,282	84,703	87,123	89,544	91,964	94,384	96,805
11	79,766	82,425	85,083	87,742	90,400	93,059	95,717	98,376	101,034	103,693
12	95,607	98,794	101,981	105,168	108,355	111,542	114,728	117,915	121,102	124,289
13	113,689	117,478	121,268	125,057	128,846	132,636	136,425	140,215	144,004	147,793
14	134,346	138,824	143,302	147,780	152,258	156,736	161,213	165,691	170,169	174,647
15	158,026	163,294	168,561	173,828	179,095	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-HNT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.96%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
TOTAL INCREASE: 4.54%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,400	\$ 26,253	\$ 27,096	\$ 27,938	\$ 28,781	\$ 29,275	\$ 30,111	\$ 30,952	\$ 30,986	\$ 31,780
2	28,561	29,241	30,187	30,986	31,336	32,258	33,179	34,101	35,023	35,944
3	37,398	38,437	39,477	40,516	41,555	42,594	43,633	44,672	45,711	46,750
4	41,979	43,145	44,311	45,477	46,643	47,809	48,975	50,142	51,308	52,474
5	48,275	49,580	50,885	52,191	53,496	54,801	56,106	57,411	58,716	60,022
6	50,900	52,354	53,808	55,262	56,716	58,170	59,624	61,078	62,531	63,985
7	54,947	56,563	58,179	59,795	61,411	63,027	64,643	66,259	67,875	69,492
8	57,273	59,064	60,854	62,644	64,434	66,224	68,015	69,805	71,595	73,385
9	61,281	63,257	65,234	67,210	69,187	71,163	73,140	75,116	77,093	79,069
10	67,484	69,661	71,838	74,015	76,193	78,370	80,547	82,725	84,902	87,079
11	71,752	74,144	76,535	78,926	81,318	83,709	86,101	88,492	90,883	93,275
12	86,001	88,868	91,735	94,602	97,468	100,335	103,202	106,069	108,935	111,802
13	102,267	105,675	109,084	112,493	115,901	119,310	122,719	126,127	129,536	132,945
14	120,849	124,877	128,905	132,933	136,961	140,989	145,017	149,044	153,072	157,100
15	142,150	146,888	151,626	156,364	161,102	165,840	170,578	175,316	180,054	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-IND (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.57%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
TOTAL INCREASE: 4.38%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,689	\$ 25,517	\$ 26,337	\$ 27,155	\$ 27,975	\$ 28,454	\$ 29,267	\$ 30,085	\$ 30,118	\$ 30,889
2	27,761	28,421	29,341	30,118	30,458	31,354	32,249	33,145	34,041	34,937
3	36,350	37,360	38,370	39,380	40,390	41,400	42,410	43,420	44,430	45,440
4	40,803	41,936	43,069	44,203	45,336	46,470	47,603	48,736	49,870	51,003
5	46,922	48,191	49,459	50,728	51,997	53,265	54,534	55,802	57,071	58,339
6	49,473	50,887	52,300	53,713	55,126	56,539	57,953	59,366	60,779	62,192
7	53,407	54,978	56,549	58,120	59,690	61,261	62,832	64,402	65,973	67,544
8	55,668	57,408	59,148	60,888	62,628	64,368	66,108	67,848	69,589	71,329
9	59,563	61,484	63,406	65,327	67,248	69,169	71,090	73,011	74,932	76,853
10	65,592	67,709	69,825	71,941	74,057	76,174	78,290	80,406	82,522	84,639
11	69,741	72,066	74,390	76,714	79,039	81,363	83,688	86,012	88,336	90,661
12	83,591	86,378	89,164	91,950	94,737	97,523	100,310	103,096	105,882	108,669
13	99,401	102,714	106,027	109,340	112,653	115,966	119,279	122,593	125,906	129,219
14	117,462	121,377	125,292	129,207	133,122	137,037	140,952	144,867	148,782	152,698
15	138,166	142,771	147,376	151,982	156,587	161,192	165,797	170,402	175,008	179,613

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-KC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.18%
FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
TOTAL INCREASE: 4.55%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,817	\$ 25,650	\$ 26,474	\$ 27,296	\$ 28,120	\$ 28,602	\$ 29,419	\$ 30,241	\$ 30,274	\$ 31,049
2	27,905	28,569	29,493	30,274	30,616	31,516	32,417	33,317	34,218	35,118
3	36,539	37,554	38,569	39,584	40,600	41,615	42,630	43,645	44,660	45,675
4	41,014	42,154	43,293	44,432	45,571	46,711	47,850	48,989	50,128	51,268
5	47,166	48,441	49,716	50,991	52,266	53,541	54,817	56,092	57,367	58,642
6	49,730	51,151	52,571	53,992	55,412	56,833	58,253	59,674	61,094	62,515
7	53,684	55,263	56,842	58,421	60,000	61,579	63,158	64,737	66,316	67,894
8	55,957	57,706	59,455	61,204	62,953	64,702	66,451	68,200	69,950	71,699
9	59,872	61,803	63,734	65,666	67,597	69,528	71,459	73,390	75,321	77,252
10	65,933	68,060	70,187	72,314	74,442	76,569	78,696	80,823	82,951	85,078
11	70,103	72,440	74,776	77,112	79,449	81,785	84,122	86,458	88,795	91,131
12	84,025	86,826	89,627	92,427	95,228	98,029	100,830	103,631	106,432	109,233
13	99,916	103,247	106,577	109,907	113,238	116,568	119,898	123,229	126,559	129,889
14	118,071	122,007	125,942	129,877	133,813	137,748	141,684	145,619	149,554	153,490
15	138,883	143,512	148,141	152,770	157,399	162,028	166,657	171,287	175,916	180,545

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-LR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.64%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
TOTAL INCREASE: 4.79%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,333	\$ 26,184	\$ 27,025	\$ 27,864	\$ 28,705	\$ 29,197	\$ 30,031	\$ 30,871	\$ 30,904	\$ 31,696
2	28,486	29,164	30,107	30,904	31,253	32,172	33,092	34,011	34,930	35,849
3	37,299	38,336	39,372	40,408	41,445	42,481	43,517	44,554	45,590	46,626
4	41,868	43,031	44,194	45,357	46,520	47,683	48,846	50,009	51,172	52,335
5	48,147	49,449	50,751	52,053	53,354	54,656	55,958	57,259	58,561	59,863
6	50,765	52,215	53,665	55,116	56,566	58,016	59,466	60,916	62,366	63,816
7	54,802	56,414	58,025	59,637	61,249	62,861	64,472	66,084	67,696	69,308
8	57,122	58,907	60,693	62,478	64,264	66,049	67,835	69,620	71,406	73,191
9	61,119	63,090	65,061	67,032	69,004	70,975	72,946	74,917	76,889	78,860
10	67,305	69,477	71,648	73,820	75,991	78,163	80,334	82,506	84,677	86,849
11	71,562	73,947	76,333	78,718	81,103	83,488	85,873	88,258	90,643	93,028
12	85,774	88,633	91,492	94,351	97,211	100,070	102,929	105,788	108,647	111,506
13	101,996	105,396	108,796	112,195	115,595	118,994	122,394	125,794	129,193	132,593
14	120,529	124,546	128,564	132,581	136,598	140,616	144,633	148,650	152,668	156,685
15	141,774	146,499	151,225	155,950	160,676	165,401	170,127	174,852	179,577	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-LV (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.76%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
TOTAL INCREASE: 4.55%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,938	\$ 25,776	\$ 26,603	\$ 27,430	\$ 28,258	\$ 28,742	\$ 29,563	\$ 30,389	\$ 30,423	\$ 31,202
2	28,042	28,709	29,638	30,423	30,766	31,671	32,576	33,481	34,386	35,291
3	36,718	37,738	38,759	39,779	40,799	41,819	42,839	43,859	44,879	45,900
4	41,216	42,361	43,505	44,650	45,795	46,940	48,085	49,230	50,374	51,519
5	47,397	48,679	49,960	51,241	52,523	53,804	55,086	56,367	57,648	58,930
6	49,974	51,402	52,829	54,257	55,684	57,112	58,539	59,967	61,394	62,822
7	53,948	55,535	57,121	58,708	60,294	61,881	63,468	65,054	66,641	68,228
8	56,232	57,989	59,747	61,505	63,262	65,020	66,778	68,535	70,293	72,051
9	60,166	62,107	64,047	65,988	67,928	69,869	71,809	73,750	75,690	77,631
10	66,256	68,394	70,532	72,669	74,807	76,945	79,082	81,220	83,358	85,495
11	70,447	72,795	75,143	77,491	79,839	82,187	84,535	86,882	89,230	91,578
12	84,437	87,252	90,066	92,881	95,696	98,510	101,325	104,139	106,954	109,769
13	100,407	103,753	107,100	110,447	113,793	117,140	120,487	123,833	127,180	130,527
14	118,651	122,605	126,560	130,515	134,470	138,424	142,379	146,334	150,288	154,243
15	139,564	144,216	148,868	153,520	158,172	162,824	167,475	172,127	176,779	181,431

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-LA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 34.89%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 5.10%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 28,326	\$ 29,277	\$ 30,217	\$ 31,156	\$ 32,096	\$ 32,646	\$ 33,578	\$ 34,517	\$ 34,555	\$ 35,440
2	31,850	32,608	33,663	34,555	34,945	35,972	37,000	38,028	39,056	40,084
3	41,705	42,864	44,023	45,181	46,340	47,499	48,658	49,816	50,975	52,134
4	46,814	48,114	49,414	50,715	52,015	53,315	54,616	55,916	57,216	58,517
5	53,835	55,290	56,746	58,201	59,656	61,112	62,567	64,023	65,478	66,934
6	56,762	58,383	60,004	61,626	63,247	64,869	66,490	68,111	69,733	71,354
7	61,275	63,077	64,879	66,682	68,484	70,286	72,088	73,890	75,692	77,494
8	63,869	65,865	67,862	69,858	71,855	73,851	75,847	77,844	79,840	81,836
9	68,338	70,542	72,746	74,950	77,154	79,358	81,563	83,767	85,971	88,175
10	75,255	77,683	80,111	82,539	84,967	87,395	89,823	92,251	94,679	97,107
11	80,015	82,682	85,349	88,016	90,683	93,349	96,016	98,683	101,350	104,016
12	95,905	99,102	102,299	105,496	108,693	111,890	115,087	118,284	121,481	124,677
13	114,044	117,845	121,646	125,448	129,249	133,050	136,851	140,653	144,454	148,255
14	134,766	139,258	143,750	148,241	152,733	157,225	161,717	166,209	170,701	175,192
15	158,520	163,804	169,087	174,371	179,655	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-MFL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.14%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
TOTAL INCREASE: 4.39%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,068	\$ 26,943	\$ 27,809	\$ 28,673	\$ 29,538	\$ 30,044	\$ 30,902	\$ 31,766	\$ 31,801	\$ 32,615
2	29,312	30,010	30,980	31,801	32,160	33,106	34,052	34,998	35,943	36,889
3	38,382	39,448	40,514	41,581	42,647	43,713	44,780	45,846	46,913	47,979
4	43,083	44,279	45,476	46,673	47,870	49,066	50,263	51,460	52,656	53,853
5	49,544	50,884	52,223	53,563	54,902	56,242	57,581	58,921	60,260	61,600
6	52,238	53,730	55,222	56,715	58,207	59,699	61,191	62,683	64,175	65,668
7	56,392	58,050	59,709	61,367	63,026	64,684	66,343	68,001	69,660	71,318
8	58,779	60,616	62,454	64,291	66,128	67,965	69,803	71,640	73,477	75,314
9	62,892	64,920	66,949	68,977	71,006	73,034	75,062	77,091	79,119	81,148
10	69,258	71,492	73,727	75,961	78,196	80,430	82,665	84,899	87,134	89,368
11	73,639	76,093	78,547	81,001	83,456	85,910	88,364	90,818	93,273	95,727
12	88,262	91,204	94,147	97,089	100,031	102,973	105,915	108,857	111,799	114,741
13	104,955	108,454	111,952	115,450	118,948	122,447	125,945	129,443	132,942	136,440
14	124,026	128,160	132,294	136,427	140,561	144,695	148,829	152,963	157,097	161,231
15	145,887	150,749	155,612	160,475	165,337	170,200	175,062	179,925	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-MIL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.74%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
TOTAL INCREASE: 4.46%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,564	\$ 26,422	\$ 27,271	\$ 28,118	\$ 28,967	\$ 29,464	\$ 30,305	\$ 31,152	\$ 31,186	\$ 31,985
2	28,745	29,429	30,381	31,186	31,538	32,466	33,393	34,321	35,249	36,176
3	37,640	38,685	39,731	40,777	41,823	42,868	43,914	44,960	46,006	47,051
4	42,250	43,423	44,597	45,771	46,944	48,118	49,291	50,465	51,638	52,812
5	48,586	49,900	51,214	52,527	53,841	55,154	56,468	57,781	59,095	60,409
6	51,228	52,692	54,155	55,618	57,081	58,545	60,008	61,471	62,935	64,398
7	55,302	56,928	58,555	60,181	61,807	63,434	65,060	66,687	68,313	69,940
8	57,643	59,444	61,246	63,048	64,850	66,651	68,453	70,255	72,057	73,858
9	61,676	63,665	65,654	67,644	69,633	71,622	73,611	75,601	77,590	79,579
10	67,919	70,110	72,301	74,493	76,684	78,875	81,067	83,258	85,449	87,641
11	72,215	74,622	77,029	79,435	81,842	84,249	86,656	89,063	91,469	93,876
12	86,556	89,441	92,326	95,212	98,097	100,982	103,867	106,753	109,638	112,523
13	102,926	106,357	109,788	113,218	116,649	120,079	123,510	126,941	130,371	133,802
14	121,628	125,682	129,736	133,790	137,844	141,898	145,952	150,006	154,060	158,113
15	143,066	147,835	152,604	157,372	162,141	166,909	171,678	176,446	181,215	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-MSP (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.39%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
TOTAL INCREASE: 4.85%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,541	\$ 27,432	\$ 28,313	\$ 29,192	\$ 30,073	\$ 30,589	\$ 31,462	\$ 32,342	\$ 32,377	\$ 33,206
2	29,843	30,554	31,542	32,377	32,743	33,706	34,669	35,632	36,595	37,558
3	39,077	40,163	41,249	42,334	43,420	44,506	45,591	46,677	47,763	48,848
4	43,864	45,082	46,300	47,519	48,737	49,956	51,174	52,392	53,611	54,829
5	50,442	51,806	53,170	54,533	55,897	57,261	58,625	59,988	61,352	62,716
6	53,185	54,704	56,223	57,743	59,262	60,781	62,300	63,819	65,339	66,858
7	57,414	59,102	60,791	62,480	64,168	65,857	67,545	69,234	70,922	72,611
8	59,844	61,715	63,586	65,456	67,327	69,197	71,068	72,938	74,809	76,680
9	64,032	66,097	68,162	70,227	72,293	74,358	76,423	78,488	80,553	82,619
10	70,513	72,788	75,063	77,338	79,613	81,888	84,163	86,438	88,713	90,988
11	74,973	77,472	79,971	82,469	84,968	87,467	89,966	92,464	94,963	97,462
12	89,862	92,857	95,853	98,848	101,844	104,839	107,835	110,830	113,826	116,821
13	106,858	110,419	113,981	117,543	121,104	124,666	128,228	131,789	135,351	138,913
14	126,274	130,483	134,691	138,900	143,109	147,318	151,526	155,735	159,944	164,153
15	148,531	153,482	158,432	163,383	168,334	173,284	178,235	183,186	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-NY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 36.16%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA
TOTAL INCREASE: 4.95%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 28,592	\$ 29,552	\$ 30,501	\$ 31,449	\$ 32,398	\$ 32,953	\$ 33,894	\$ 34,842	\$ 34,880	\$ 35,773
2	32,150	32,915	33,980	34,880	35,274	36,311	37,349	38,386	39,424	40,461
3	42,098	43,268	44,437	45,607	46,776	47,946	49,116	50,285	51,455	52,624
4	47,254	48,567	49,879	51,192	52,505	53,817	55,130	56,442	57,755	59,068
5	54,341	55,811	57,280	58,749	60,218	61,687	63,156	64,626	66,095	67,564
6	57,296	58,933	60,569	62,206	63,843	65,479	67,116	68,753	70,389	72,026
7	61,852	63,671	65,490	67,309	69,128	70,948	72,767	74,586	76,405	78,224
8	64,470	66,486	68,501	70,516	72,531	74,546	76,561	78,577	80,592	82,607
9	68,981	71,206	73,431	75,656	77,881	80,106	82,331	84,555	86,780	89,005
10	75,964	78,415	80,865	83,316	85,767	88,218	90,669	93,120	95,571	98,022
11	80,769	83,461	86,153	88,844	91,536	94,228	96,920	99,612	102,304	104,996
12	96,808	100,035	103,262	106,489	109,716	112,943	116,170	119,397	122,624	125,851
13	115,118	118,955	122,792	126,629	130,466	134,303	138,140	141,977	145,814	149,651
14	136,035	140,569	145,103	149,637	154,171	158,705	163,240	167,774	172,308	176,842
15	160,013	165,346	170,679	176,013	181,346	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-OM (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.52%
FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA
TOTAL INCREASE: 4.63%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,678	\$ 25,507	\$ 26,326	\$ 27,144	\$ 27,963	\$ 28,442	\$ 29,254	\$ 30,072	\$ 30,105	\$ 30,876
2	27,749	28,409	29,328	30,105	30,445	31,340	32,236	33,131	34,027	34,922
3	36,335	37,344	38,354	39,363	40,373	41,382	42,392	43,401	44,411	45,420
4	40,785	41,918	43,051	44,184	45,317	46,450	47,583	48,716	49,848	50,981
5	46,902	48,170	49,438	50,706	51,974	53,242	54,510	55,779	57,047	58,315
6	49,452	50,865	52,278	53,690	55,103	56,515	57,928	59,341	60,753	62,166
7	53,385	54,955	56,525	58,095	59,665	61,235	62,805	64,375	65,945	67,515
8	55,645	57,384	59,123	60,862	62,602	64,341	66,080	67,820	69,559	71,298
9	59,538	61,458	63,379	65,299	67,219	69,139	71,060	72,980	74,900	76,820
10	65,564	67,680	69,795	71,910	74,026	76,141	78,257	80,372	82,487	84,603
11	69,712	72,035	74,358	76,682	79,005	81,329	83,652	85,975	88,299	90,622
12	83,556	86,341	89,126	91,911	94,696	97,482	100,267	103,052	105,837	108,623
13	99,358	102,670	105,982	109,294	112,605	115,917	119,229	122,540	125,852	129,164
14	117,412	121,325	125,239	129,152	133,066	136,979	140,892	144,806	148,719	152,633
15	138,107	142,710	147,314	151,917	156,520	161,123	165,727	170,330	174,933	179,536

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-PB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.30%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
TOTAL INCREASE: 4.36%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,632	\$ 25,459	\$ 26,276	\$ 27,093	\$ 27,910	\$ 28,389	\$ 29,199	\$ 30,016	\$ 30,049	\$ 30,818
2	27,697	28,356	29,273	30,049	30,388	31,282	32,175	33,069	33,963	34,857
3	36,267	37,274	38,282	39,290	40,297	41,305	42,312	43,320	44,328	45,335
4	40,709	41,840	42,971	44,101	45,232	46,363	47,494	48,624	49,755	50,886
5	46,814	48,080	49,346	50,611	51,877	53,143	54,408	55,674	56,940	58,205
6	49,360	50,770	52,180	53,590	55,000	56,410	57,820	59,229	60,639	62,049
7	53,285	54,852	56,419	57,986	59,553	61,120	62,687	64,255	65,822	67,389
8	55,540	57,276	59,012	60,748	62,485	64,221	65,957	67,693	69,429	71,165
9	59,427	61,343	63,260	65,177	67,093	69,010	70,927	72,843	74,760	76,677
10	65,442	67,553	69,664	71,776	73,887	75,999	78,110	80,221	82,333	84,444
11	69,581	71,900	74,219	76,538	78,857	81,176	83,495	85,814	88,133	90,452
12	83,399	86,179	88,959	91,739	94,519	97,299	100,079	102,859	105,639	108,419
13	99,172	102,478	105,783	109,089	112,395	115,700	119,006	122,311	125,617	128,922
14	117,192	121,098	125,004	128,910	132,816	136,723	140,629	144,535	148,441	152,347
15	137,849	142,443	147,038	151,633	156,227	160,822	165,416	170,011	174,606	179,200

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.84%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 4.83%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,845	\$ 27,746	\$ 28,637	\$ 29,527	\$ 30,418	\$ 30,940	\$ 31,823	\$ 32,713	\$ 32,749	\$ 33,587
2	30,186	30,904	31,904	32,749	33,118	34,092	35,067	36,041	37,015	37,989
3	39,526	40,624	41,722	42,820	43,918	45,016	46,114	47,213	48,311	49,409
4	44,367	45,599	46,832	48,064	49,296	50,529	51,761	52,994	54,226	55,458
5	51,021	52,400	53,780	55,159	56,539	57,918	59,297	60,677	62,056	63,435
6	53,795	55,332	56,868	58,405	59,942	61,478	63,015	64,552	66,088	67,625
7	58,073	59,781	61,488	63,196	64,904	66,612	68,320	70,028	71,736	73,444
8	60,531	62,423	64,315	66,207	68,099	69,991	71,883	73,775	75,667	77,559
9	64,766	66,855	68,944	71,033	73,122	75,211	77,300	79,389	81,478	83,566
10	71,322	73,623	75,924	78,225	80,526	82,828	85,129	87,430	89,731	92,032
11	75,833	78,361	80,888	83,416	85,943	88,470	90,998	93,525	96,053	98,580
12	90,893	93,923	96,953	99,982	103,012	106,042	109,072	112,102	115,131	118,161
13	108,084	111,686	115,289	118,891	122,494	126,096	129,699	133,301	136,904	140,506
14	127,722	131,979	136,237	140,494	144,751	149,008	153,265	157,522	161,779	166,036
15	150,235	155,243	160,250	165,257	170,265	175,272	180,280	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-PX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.44%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
TOTAL INCREASE: 4.62%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,501	\$ 26,357	\$ 27,204	\$ 28,049	\$ 28,895	\$ 29,391	\$ 30,230	\$ 31,075	\$ 31,109	\$ 31,906
2	28,674	29,357	30,307	31,109	31,460	32,386	33,311	34,236	35,162	36,087
3	37,547	38,590	39,633	40,676	41,719	42,763	43,806	44,849	45,892	46,935
4	42,146	43,316	44,487	45,658	46,828	47,999	49,170	50,341	51,511	52,682
5	48,467	49,777	51,087	52,398	53,708	55,018	56,329	57,639	58,949	60,260
6	51,102	52,562	54,021	55,481	56,941	58,400	59,860	61,320	62,780	64,239
7	55,165	56,788	58,410	60,033	61,655	63,278	64,900	66,522	68,145	69,767
8	57,501	59,298	61,095	62,893	64,690	66,487	68,284	70,082	71,879	73,676
9	61,524	63,508	65,493	67,477	69,461	71,446	73,430	75,414	77,399	79,383
10	67,751	69,937	72,123	74,309	76,495	78,681	80,867	83,053	85,239	87,425
11	72,037	74,438	76,839	79,240	81,640	84,041	86,442	88,843	91,244	93,645
12	86,343	89,221	92,099	94,977	97,855	100,733	103,611	106,490	109,368	112,246
13	102,673	106,095	109,517	112,939	116,361	119,784	123,206	126,628	130,050	133,472
14	121,328	125,372	129,416	133,460	137,504	141,548	145,592	149,636	153,680	157,724
15	142,714	147,471	152,227	156,984	161,741	166,498	171,255	176,011	180,768	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-PIT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.37%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
TOTAL INCREASE: 4.51%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,276	\$ 26,125	\$ 26,964	\$ 27,802	\$ 28,641	\$ 29,132	\$ 29,964	\$ 30,801	\$ 30,835	\$ 31,625
2	28,422	29,098	30,040	30,835	31,183	32,100	33,017	33,935	34,852	35,769
3	37,216	38,250	39,284	40,318	41,352	42,386	43,420	44,454	45,488	46,522
4	41,774	42,935	44,095	45,256	46,416	47,576	48,737	49,897	51,057	52,218
5	48,040	49,338	50,637	51,936	53,235	54,534	55,832	57,131	58,430	59,729
6	50,652	52,099	53,545	54,992	56,439	57,886	59,333	60,780	62,226	63,673
7	54,679	56,287	57,896	59,504	61,112	62,720	64,328	65,936	67,544	69,153
8	56,994	58,775	60,557	62,338	64,120	65,901	67,683	69,464	71,246	73,027
9	60,982	62,949	64,916	66,882	68,849	70,816	72,783	74,750	76,717	78,683
10	67,154	69,321	71,488	73,654	75,821	77,988	80,154	82,321	84,488	86,654
11	71,402	73,782	76,162	78,541	80,921	83,301	85,681	88,060	90,440	92,820
12	85,582	88,435	91,287	94,140	96,993	99,846	102,698	105,551	108,404	111,257
13	101,768	105,160	108,552	111,944	115,336	118,728	122,120	125,512	128,904	132,296
14	120,259	124,268	128,276	132,284	136,293	140,301	144,309	148,318	152,326	156,334
15	141,456	146,171	150,886	155,601	160,316	165,031	169,746	174,461	179,176	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-POR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.98%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 4.64%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,245	\$ 27,126	\$ 27,997	\$ 28,867	\$ 29,738	\$ 30,248	\$ 31,111	\$ 31,981	\$ 32,016	\$ 32,836
2	29,510	30,213	31,190	32,016	32,377	33,330	34,282	35,234	36,187	37,139
3	38,641	39,715	40,788	41,862	42,936	44,009	45,083	46,156	47,230	48,304
4	43,374	44,579	45,784	46,989	48,194	49,398	50,603	51,808	53,013	54,218
5	49,880	51,228	52,577	53,925	55,274	56,622	57,971	59,319	60,668	62,016
6	52,592	54,094	55,596	57,098	58,601	60,103	61,605	63,107	64,610	66,112
7	56,773	58,443	60,113	61,783	63,452	65,122	66,792	68,462	70,131	71,801
8	59,177	61,026	62,876	64,726	66,576	68,425	70,275	72,125	73,974	75,824
9	63,317	65,360	67,402	69,444	71,486	73,528	75,570	77,613	79,655	81,697
10	69,726	71,976	74,226	76,475	78,725	80,975	83,224	85,474	87,723	89,973
11	74,137	76,608	79,079	81,549	84,020	86,491	88,962	91,433	93,904	96,375
12	88,860	91,822	94,784	97,746	100,708	103,670	106,632	109,594	112,556	115,518
13	105,666	109,188	112,709	116,231	119,753	123,275	126,797	130,319	133,841	137,363
14	124,865	129,027	133,189	137,351	141,512	145,674	149,836	153,998	158,160	162,322
15	146,874	151,769	156,665	161,560	166,456	171,351	176,247	181,142	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-RA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.37%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC
TOTAL INCREASE: 4.47%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,486	\$ 26,342	\$ 27,188	\$ 28,033	\$ 28,879	\$ 29,374	\$ 30,213	\$ 31,057	\$ 31,091	\$ 31,888
2	28,658	29,340	30,289	31,091	31,442	32,367	33,292	34,217	35,141	36,066
3	37,525	38,568	39,610	40,653	41,695	42,738	43,781	44,823	45,866	46,908
4	42,121	43,291	44,461	45,631	46,801	47,971	49,141	50,312	51,482	52,652
5	48,439	49,748	51,058	52,368	53,677	54,987	56,296	57,606	58,915	60,225
6	51,072	52,531	53,990	55,449	56,908	58,367	59,826	61,285	62,743	64,202
7	55,134	56,755	58,377	59,998	61,620	63,241	64,863	66,484	68,106	69,727
8	57,467	59,264	61,060	62,856	64,653	66,449	68,245	70,041	71,838	73,634
9	61,488	63,472	65,455	67,438	69,421	71,404	73,388	75,371	77,354	79,337
10	67,712	69,897	72,082	74,266	76,451	78,636	80,820	83,005	85,190	87,374
11	71,995	74,395	76,794	79,194	81,593	83,993	86,392	88,792	91,191	93,591
12	86,293	89,169	92,046	94,922	97,799	100,675	103,552	106,428	109,305	112,181
13	102,613	106,034	109,454	112,874	116,294	119,715	123,135	126,555	129,975	133,395
14	121,258	125,300	129,342	133,383	137,425	141,466	145,508	149,550	153,591	157,633
15	142,632	147,386	152,140	156,894	161,648	166,402	171,156	175,910	180,664	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-RCH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.38%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 4.74%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,489	\$ 26,344	\$ 27,190	\$ 28,035	\$ 28,881	\$ 29,376	\$ 30,215	\$ 31,060	\$ 31,094	\$ 31,890
2	28,660	29,342	30,292	31,094	31,445	32,370	33,295	34,219	35,144	36,069
3	37,528	38,571	39,614	40,656	41,699	42,742	43,784	44,827	45,870	46,912
4	42,125	43,295	44,465	45,635	46,805	47,975	49,146	50,316	51,486	52,656
5	48,443	49,752	51,062	52,372	53,682	54,991	56,301	57,611	58,920	60,230
6	51,077	52,536	53,995	55,454	56,913	58,372	59,831	61,290	62,749	64,208
7	55,138	56,760	58,381	60,003	61,625	63,246	64,868	66,490	68,111	69,733
8	57,472	59,269	61,065	62,861	64,658	66,454	68,251	70,047	71,844	73,640
9	61,494	63,477	65,460	67,444	69,427	71,410	73,394	75,377	77,360	79,344
10	67,718	69,903	72,088	74,272	76,457	78,642	80,827	83,012	85,197	87,381
11	72,001	74,401	76,801	79,200	81,600	84,000	86,399	88,799	91,199	93,599
12	86,300	89,177	92,053	94,930	97,807	100,683	103,560	106,437	109,314	112,190
13	102,622	106,042	109,463	112,883	116,304	119,724	123,145	126,565	129,986	133,406
14	121,268	125,310	129,352	133,394	137,436	141,478	145,520	149,562	153,604	157,646
15	142,643	147,398	152,152	156,907	161,661	166,416	171,170	175,925	180,679	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-SAC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.30%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
TOTAL INCREASE: 4.92%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,942	\$ 27,846	\$ 28,740	\$ 29,633	\$ 30,528	\$ 31,051	\$ 31,938	\$ 32,831	\$ 32,867	\$ 33,708
2	30,294	31,015	32,019	32,867	33,237	34,215	35,193	36,170	37,148	38,126
3	39,668	40,770	41,872	42,974	44,076	45,178	46,280	47,382	48,485	49,587
4	44,527	45,763	47,000	48,237	49,474	50,711	51,947	53,184	54,421	55,658
5	51,205	52,589	53,973	55,358	56,742	58,126	59,511	60,895	62,279	63,664
6	53,989	55,531	57,073	58,615	60,157	61,699	63,242	64,784	66,326	67,868
7	58,282	59,996	61,710	63,424	65,138	66,852	68,566	70,280	71,994	73,708
8	60,749	62,648	64,546	66,445	68,344	70,243	72,142	74,041	75,939	77,838
9	64,999	67,096	69,192	71,289	73,385	75,481	77,578	79,674	81,771	83,867
10	71,579	73,888	76,197	78,507	80,816	83,126	85,435	87,744	90,054	92,363
11	76,106	78,643	81,179	83,716	86,252	88,789	91,325	93,862	96,398	98,935
12	91,220	94,261	97,301	100,342	103,383	106,424	109,464	112,505	115,546	118,586
13	108,473	112,088	115,704	119,319	122,934	126,550	130,165	133,781	137,396	141,012
14	128,182	132,454	136,727	140,999	145,272	149,544	153,816	158,089	162,361	166,633
15	150,776	155,801	160,827	165,852	170,878	175,903	180,929	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-SO (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.00%
FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
TOTAL INCREASE: 4.64%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,779	\$ 25,611	\$ 26,433	\$ 27,254	\$ 28,077	\$ 28,558	\$ 29,374	\$ 30,195	\$ 30,228	\$ 31,002
2	27,862	28,525	29,448	30,228	30,569	31,468	32,367	33,267	34,166	35,065
3	36,483	37,497	38,510	39,524	40,538	41,551	42,565	43,579	44,592	45,606
4	40,952	42,089	43,227	44,364	45,502	46,640	47,777	48,915	50,052	51,190
5	47,094	48,367	49,640	50,913	52,187	53,460	54,733	56,006	57,280	58,553
6	49,654	51,073	52,491	53,909	55,328	56,746	58,165	59,583	61,001	62,420
7	53,603	55,179	56,756	58,332	59,909	61,485	63,062	64,638	66,215	67,791
8	55,872	57,618	59,365	61,111	62,857	64,604	66,350	68,097	69,843	71,589
9	59,781	61,709	63,637	65,566	67,494	69,422	71,350	73,278	75,206	77,134
10	65,832	67,956	70,080	72,204	74,328	76,452	78,576	80,700	82,824	84,948
11	69,996	72,329	74,662	76,995	79,328	81,661	83,994	86,326	88,659	90,992
12	83,897	86,693	89,490	92,287	95,083	97,880	100,676	103,473	106,270	109,066
13	99,764	103,090	106,415	109,740	113,065	116,390	119,716	123,041	126,366	129,691
14	117,891	121,821	125,750	129,680	133,609	137,538	141,468	145,397	149,327	153,256
15	138,671	143,293	147,915	152,537	157,159	161,782	166,404	171,026	175,648	180,270

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-SD (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.01%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 5.01%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,721	\$ 28,651	\$ 29,572	\$ 30,490	\$ 31,410	\$ 31,949	\$ 32,861	\$ 33,780	\$ 33,817	\$ 34,683
2	31,170	31,912	32,944	33,817	34,199	35,204	36,210	37,216	38,222	39,228
3	40,815	41,949	43,083	44,217	45,351	46,485	47,619	48,753	49,887	51,021
4	45,814	47,087	48,359	49,632	50,904	52,177	53,450	54,722	55,995	57,267
5	52,685	54,110	55,534	56,958	58,383	59,807	61,232	62,656	64,080	65,505
6	55,550	57,137	58,723	60,310	61,897	63,484	65,070	66,657	68,244	69,831
7	59,967	61,731	63,494	65,258	67,021	68,785	70,549	72,312	74,076	75,840
8	62,505	64,459	66,413	68,367	70,320	72,274	74,228	76,182	78,135	80,089
9	66,879	69,036	71,193	73,350	75,507	77,664	79,821	81,978	84,135	86,292
10	73,648	76,025	78,401	80,777	83,153	85,529	87,905	90,282	92,658	95,034
11	78,307	80,917	83,527	86,137	88,746	91,356	93,966	96,576	99,186	101,796
12	93,858	96,986	100,115	103,244	106,372	109,501	112,630	115,758	118,887	122,016
13	111,609	115,329	119,049	122,769	126,489	130,209	133,929	137,649	141,370	145,090
14	131,889	136,284	140,680	145,076	149,472	153,868	158,264	162,660	167,056	171,452
15	155,136	160,306	165,477	170,648	175,819	180,990	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 44.15%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 5.13%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 30,270	\$ 31,286	\$ 32,291	\$ 33,294	\$ 34,299	\$ 34,887	\$ 35,883	\$ 36,887	\$ 36,927	\$ 37,873
2	34,037	34,847	35,974	36,927	37,343	38,442	39,540	40,639	41,737	42,836
3	44,568	45,807	47,045	48,283	49,521	50,760	51,998	53,236	54,474	55,713
4	50,027	51,417	52,806	54,196	55,586	56,975	58,365	59,754	61,144	62,534
5	57,530	59,086	60,641	62,196	63,752	65,307	66,863	68,418	69,973	71,529
6	60,658	62,391	64,124	65,856	67,589	69,322	71,054	72,787	74,520	76,252
7	65,482	67,407	69,333	71,259	73,185	75,111	77,037	78,962	80,888	82,814
8	68,254	70,387	72,520	74,654	76,787	78,921	81,054	83,188	85,321	87,454
9	73,029	75,385	77,740	80,096	82,451	84,806	87,162	89,517	91,873	94,228
10	80,421	83,016	85,611	88,205	90,800	93,395	95,989	98,584	101,179	103,774
11	85,508	88,358	91,208	94,058	96,908	99,758	102,607	105,457	108,307	111,157
12	102,489	105,906	109,322	112,738	116,155	119,571	122,987	126,404	129,820	133,236
13	121,873	125,935	129,997	134,060	138,122	142,184	146,246	150,308	154,370	158,432
14	144,017	148,818	153,618	158,418	163,218	168,018	172,819	177,619	182,419	183,500 *
15	169,402	175,049	180,695	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-SEA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.57%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
TOTAL INCREASE: 5.15%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,208	\$ 28,122	\$ 29,025	\$ 29,927	\$ 30,830	\$ 31,359	\$ 32,254	\$ 33,156	\$ 33,192	\$ 34,042
2	30,594	31,322	32,335	33,192	33,566	34,554	35,541	36,528	37,516	38,503
3	40,060	41,173	42,286	43,399	44,512	45,625	46,738	47,851	48,965	50,078
4	44,967	46,216	47,465	48,714	49,963	51,213	52,462	53,711	54,960	56,209
5	51,711	53,109	54,508	55,906	57,304	58,702	60,100	61,498	62,896	64,294
6	54,523	56,080	57,638	59,195	60,753	62,310	63,868	65,425	66,983	68,540
7	58,858	60,590	62,321	64,052	65,783	67,514	69,245	70,976	72,707	74,438
8	61,350	63,268	65,185	67,103	69,021	70,938	72,856	74,774	76,691	78,609
9	65,643	67,760	69,877	71,994	74,111	76,229	78,346	80,463	82,580	84,697
10	72,287	74,619	76,952	79,284	81,616	83,948	86,281	88,613	90,945	93,277
11	76,860	79,421	81,983	84,544	87,106	89,668	92,229	94,791	97,352	99,914
12	92,123	95,194	98,265	101,335	104,406	107,477	110,548	113,619	116,689	119,760
13	109,546	113,198	116,849	120,500	124,151	127,803	131,454	135,105	138,757	142,408
14	129,451	133,765	138,080	142,395	146,710	151,024	155,339	159,654	163,968	168,283
15	152,268	157,343	162,419	167,494	172,569	177,644	182,720	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-SL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.10%
FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
TOTAL INCREASE: 4.76%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,010	\$ 25,849	\$ 26,680	\$ 27,509	\$ 28,339	\$ 28,825	\$ 29,648	\$ 30,476	\$ 30,510	\$ 31,291
2	28,122	28,791	29,723	30,510	30,854	31,762	32,669	33,577	34,484	35,392
3	36,823	37,846	38,869	39,893	40,916	41,939	42,962	43,985	45,008	46,031
4	41,334	42,482	43,630	44,778	45,926	47,074	48,222	49,371	50,519	51,667
5	47,533	48,818	50,103	51,388	52,673	53,958	55,243	56,528	57,814	59,099
6	50,117	51,549	52,980	54,412	55,844	57,275	58,707	60,138	61,570	63,002
7	54,102	55,694	57,285	58,876	60,467	62,058	63,649	65,241	66,832	68,423
8	56,393	58,155	59,918	61,681	63,443	65,206	66,969	68,731	70,494	72,257
9	60,338	62,285	64,231	66,177	68,123	70,069	72,015	73,961	75,907	77,853
10	66,446	68,590	70,733	72,877	75,021	77,165	79,309	81,452	83,596	85,740
11	70,649	73,004	75,358	77,713	80,067	82,422	84,777	87,131	89,486	91,840
12	84,679	87,502	90,324	93,147	95,970	98,792	101,615	104,438	107,260	110,083
13	100,694	104,051	107,407	110,763	114,119	117,475	120,832	124,188	127,544	130,900
14	118,990	122,956	126,922	130,889	134,855	138,821	142,787	146,753	150,719	154,685
15	139,964	144,629	149,294	153,959	158,625	163,290	167,955	172,620	177,285	181,950

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-TU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.40%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ
TOTAL INCREASE: 4.66%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,863	\$ 25,698	\$ 26,523	\$ 27,347	\$ 28,172	\$ 28,655	\$ 29,473	\$ 30,297	\$ 30,331	\$ 31,107
2	27,957	28,622	29,548	30,331	30,673	31,575	32,477	33,379	34,282	35,184
3	36,607	37,624	38,641	39,658	40,675	41,692	42,709	43,726	44,743	45,760
4	41,091	42,232	43,373	44,515	45,656	46,798	47,939	49,080	50,222	51,363
5	47,253	48,531	49,809	51,086	52,364	53,641	54,919	56,196	57,474	58,751
6	49,823	51,246	52,669	54,092	55,515	56,939	58,362	59,785	61,208	62,631
7	53,784	55,366	56,948	58,530	60,112	61,694	63,275	64,857	66,439	68,021
8	56,061	57,814	59,566	61,318	63,070	64,823	66,575	68,327	70,080	71,832
9	59,984	61,918	63,853	65,788	67,722	69,657	71,592	73,526	75,461	77,396
10	66,055	68,187	70,318	72,449	74,580	76,711	78,843	80,974	83,105	85,236
11	70,234	72,574	74,915	77,256	79,597	81,938	84,278	86,619	88,960	91,301
12	84,181	86,987	89,793	92,599	95,406	98,212	101,018	103,824	106,630	109,436
13	100,102	103,439	106,775	110,112	113,449	116,785	120,122	123,458	126,795	130,131
14	118,291	122,234	126,177	130,119	134,062	138,005	141,947	145,890	149,833	153,776
15	139,141	143,779	148,417	153,054	157,692	162,330	166,968	171,605	176,243	180,881

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-VB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.94%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
TOTAL INCREASE: 4.78%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,766	\$ 25,598	\$ 26,420	\$ 27,241	\$ 28,063	\$ 28,544	\$ 29,359	\$ 30,180	\$ 30,213	\$ 30,986
2	27,848	28,511	29,433	30,213	30,554	31,452	32,351	33,250	34,148	35,047
3	36,465	37,478	38,491	39,504	40,517	41,530	42,543	43,556	44,570	45,583
4	40,931	42,068	43,205	44,342	45,479	46,616	47,753	48,890	50,027	51,164
5	47,070	48,342	49,615	50,888	52,160	53,433	54,705	55,978	57,250	58,523
6	49,629	51,047	52,464	53,882	55,300	56,717	58,135	59,553	60,970	62,388
7	53,575	55,151	56,727	58,302	59,878	61,454	63,029	64,605	66,181	67,757
8	55,843	57,589	59,334	61,080	62,825	64,571	66,316	68,062	69,808	71,553
9	59,751	61,678	63,605	65,532	67,459	69,386	71,314	73,241	75,168	77,095
10	65,799	67,922	70,045	72,167	74,290	76,413	78,536	80,659	82,782	84,905
11	69,961	72,293	74,624	76,956	79,288	81,619	83,951	86,283	88,614	90,946
12	83,854	86,649	89,445	92,240	95,035	97,830	100,625	103,420	106,216	109,011
13	99,714	103,037	106,361	109,684	113,008	116,331	119,655	122,978	126,302	129,625
14	117,831	121,759	125,686	129,614	133,541	137,469	141,396	145,323	149,251	153,178
15	138,601	143,220	147,840	152,460	157,080	161,699	166,319	170,939	175,558	180,178

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-DCB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.49%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 4.86%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,822	\$ 28,756	\$ 29,679	\$ 30,601	\$ 31,525	\$ 32,065	\$ 32,981	\$ 33,903	\$ 33,940	\$ 34,809
2	31,284	32,028	33,064	33,940	34,323	35,332	36,342	37,352	38,361	39,371
3	40,963	42,101	43,239	44,378	45,516	46,654	47,792	48,930	50,068	51,206
4	45,981	47,258	48,535	49,812	51,089	52,367	53,644	54,921	56,198	57,475
5	52,877	54,306	55,736	57,165	58,595	60,025	61,454	62,884	64,313	65,743
6	55,752	57,344	58,937	60,529	62,122	63,714	65,307	66,900	68,492	70,085
7	60,185	61,955	63,725	65,495	67,265	69,035	70,805	72,575	74,345	76,116
8	62,733	64,694	66,654	68,615	70,576	72,537	74,498	76,459	78,420	80,380
9	67,122	69,287	71,452	73,617	75,782	77,947	80,111	82,276	84,441	86,606
10	73,916	76,301	78,686	81,071	83,455	85,840	88,225	90,610	92,995	95,380
11	78,592	81,211	83,830	86,450	89,069	91,688	94,308	96,927	99,546	102,166
12	94,199	97,339	100,479	103,619	106,759	109,899	113,039	116,179	119,319	122,459
13	112,015	115,749	119,482	123,216	126,949	130,683	134,416	138,150	141,884	145,617
14	132,368	136,780	141,192	145,604	150,016	154,428	158,840	163,252	167,663	172,075
15	155,700	160,889	166,079	171,268	176,458	181,648	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-RUS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.50%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
TOTAL INCREASE: 4.37%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,464	\$ 25,285	\$ 26,097	\$ 26,908	\$ 27,720	\$ 28,195	\$ 29,000	\$ 29,811	\$ 29,844	\$ 30,608
2	27,508	28,163	29,074	29,844	30,180	31,068	31,956	32,844	33,731	34,619
3	36,019	37,020	38,021	39,022	40,022	41,023	42,024	43,025	44,025	45,026
4	40,431	41,554	42,677	43,801	44,924	46,047	47,170	48,293	49,416	50,539
5	46,495	47,752	49,009	50,266	51,523	52,780	54,037	55,294	56,551	57,808
6	49,023	50,424	51,824	53,224	54,625	56,025	57,425	58,826	60,226	61,626
7	52,921	54,478	56,034	57,591	59,147	60,703	62,260	63,816	65,373	66,929
8	55,162	56,886	58,610	60,334	62,058	63,783	65,507	67,231	68,955	70,679
9	59,021	60,925	62,828	64,732	66,636	68,539	70,443	72,347	74,250	76,154
10	64,995	67,092	69,189	71,286	73,383	75,480	77,577	79,674	81,771	83,868
11	69,107	71,410	73,713	76,016	78,319	80,623	82,926	85,229	87,532	89,835
12	82,830	85,591	88,352	91,113	93,875	96,636	99,397	102,158	104,919	107,680
13	98,496	101,779	105,062	108,345	111,628	114,911	118,194	121,477	124,760	128,043
14	116,393	120,272	124,152	128,031	131,911	135,790	139,670	143,549	147,428	151,308
15	136,908	141,472	146,035	150,598	155,162	159,725	164,288	168,852	173,415	177,978

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-AK (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.32%
STATE OF ALASKA
TOTAL INCREASE: 4.82%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,576	\$ 28,502	\$ 29,417	\$ 30,331	\$ 31,246	\$ 31,782	\$ 32,689	\$ 33,603	\$ 33,640	\$ 34,502
2	31,007	31,745	32,772	33,640	34,020	35,020	36,021	37,022	38,022	39,023
3	40,602	41,730	42,858	43,986	45,114	46,242	47,370	48,498	49,626	50,754
4	45,575	46,841	48,106	49,372	50,638	51,904	53,170	54,436	55,702	56,968
5	52,410	53,827	55,244	56,661	58,078	59,495	60,911	62,328	63,745	65,162
6	55,259	56,838	58,416	59,995	61,573	63,152	64,730	66,309	67,887	69,466
7	59,653	61,408	63,162	64,917	66,671	68,426	70,180	71,934	73,689	75,443
8	62,179	64,122	66,066	68,009	69,953	71,896	73,840	75,783	77,727	79,671
9	66,529	68,675	70,821	72,967	75,112	77,258	79,404	81,550	83,695	85,841
10	73,263	75,627	77,991	80,355	82,718	85,082	87,446	89,810	92,174	94,537
11	77,898	80,494	83,090	85,686	88,282	90,879	93,475	96,071	98,667	101,263
12	93,367	96,479	99,592	102,704	105,816	108,929	112,041	115,153	118,265	121,378
13	111,026	114,726	118,427	122,128	125,828	129,529	133,229	136,930	140,631	144,331
14	131,199	135,572	139,945	144,318	148,691	153,064	157,437	161,810	166,183	170,556
15	154,325	159,468	164,612	169,756	174,900	180,044	183,500 *	183,500 *	183,500 *	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>

SALARY TABLE 2023-HI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 4.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.17%
STATE OF HAWAII
TOTAL INCREASE: 4.77%
EFFECTIVE JANUARY 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,444	\$ 26,299	\$ 27,143	\$ 27,987	\$ 28,831	\$ 29,326	\$ 30,163	\$ 31,006	\$ 31,040	\$ 31,835
2	28,611	29,292	30,239	31,040	31,390	32,314	33,237	34,160	35,084	36,007
3	37,463	38,504	39,545	40,586	41,627	42,668	43,708	44,749	45,790	46,831
4	42,052	43,220	44,388	45,556	46,724	47,892	49,061	50,229	51,397	52,565
5	48,359	49,666	50,974	52,281	53,589	54,896	56,203	57,511	58,818	60,126
6	50,988	52,445	53,901	55,358	56,814	58,271	59,727	61,184	62,640	64,097
7	55,043	56,662	58,280	59,899	61,518	63,137	64,756	66,375	67,993	69,612
8	57,373	59,166	60,959	62,753	64,546	66,339	68,133	69,926	71,719	73,513
9	61,387	63,367	65,347	67,327	69,307	71,287	73,267	75,247	77,226	79,206
10	67,601	69,782	71,963	74,144	76,325	78,506	80,687	82,868	85,049	87,230
11	71,877	74,272	76,668	79,063	81,459	83,854	86,250	88,646	91,041	93,437
12	86,151	89,022	91,894	94,766	97,638	100,509	103,381	106,253	109,124	111,996
13	102,444	105,859	109,274	112,688	116,103	119,517	122,932	126,346	129,761	133,176
14	121,059	125,093	129,128	133,163	137,198	141,233	145,268	149,303	153,338	157,373
15	142,397	147,143	151,889	156,635	161,381	166,128	170,874	175,620	180,366	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>